

ABSTRACT

This study was conducted to find out and analyze the effect of organizational culture and self efficacy on the performance of the employees of the Internal Audit Department of PT Telekomunikasi Indonesia, Tbk Bandung.

This study used the quantitative method with the descriptive research type. Sampling was done using the probability sampling technique with the simple random sampling type, with 49 respondents. The questionnaire distributed was then processed with the help of (SPSS) ver. 23 for windows. The data analysis technique used was multiple linear regression analysis.

Based on the results of this study, the partial test results (t-test) of the organizational culture variable significantly affects employee performance. The self efficacy variable significantly affects employee performance. Based on the simultaneous test results (f-test), the organizational culture variable and self efficacy variable have a positive and significant effect on the performance of the employees of the Internal Audit Department of PT Telekomunikasi Indonesia, Tbk Bandung. The conclusion of this study is the effect of organizational culture variable and self-efficacy variable on the performance of the employees of the Internal Audit Department of PT Telekomunikasi Indonesia, Tbk Bandung are within the very good category.

Keywords: *Organizational Culture, Employee Performance, Multiple Linear, Self efficacy*